

TRIPURA



GAZETTE

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**PART--I-- Orders and Notifications by the Government of Tripura,
The High Court, Government Treasury etc.**

**GOVERNMENT OF TRIPURA
SOCIAL WELFARE & SOCIAL EDUCATION DEPARTMENT**

No.F.2(201)/SW/DC/2020/PART/e-file/7681(72)

Dated 13/02/2025

NOTIFICATION

Equal Opportunity Policy

The Social Welfare & Social Education Department, in exercise of powers conferred under Section-21 of "The Rights of Persons with Disabilities Act, 2016", is hereby pleased to notify the Equal Opportunity Policy of Social Welfare & Social Education Department as follows:-

1. The Department shall endeavor to provide a reasonable accommodation and barrier free environment to the employees with benchmark disabilities which shall consist of necessary facilities & amenities such as accessibility in information, communication technology, buildings, tools, aids, appliances etc. w.r.t. specific disability of the employees and shall enable them to effectively discharge their duties in the establishment.
2. List of posts already identified & suitable for persons with benchmark disabilities in the Social Welfare & Social Education Department shall be as per Notification vide No.F.23(38)-GA(P&T)/2019 dated 24th January, 2020. The Department shall also take necessary step from time to time for any further addition or improvement required in the matter.
3. The manner of selection and promotion of person with benchmark disabilities for various posts shall be as per Guidelines issued vide Memo F.No.85(133)-SW/DC/2017(Vol.III)/934 dated 9th January, 2019 and F.No.85(133)-SW/DC/2017(Vol.III)/PART/2545 dated 7th September, 2021 of Social Welfare & Social Education Department. The Department shall take special steps to for providing necessary training as per requirement of the specific disability of employee post recruitment & pre promotion.
4. Preference in transfer & posting shall be given to an employee with benchmark disability under the Social Welfare & Social Education Department keeping in view the need of accessibility of the particular office as well as medical needs subject to administrative constraints of such office being present in the preferred place. In this regard, the matter related to transfer & posting as well as grievances, shall be dealt as per Memorandum vide No.F.23(2)-GA(P&T)/2022 dated 11th October, 2022. Also, such employees under the Social Welfare & Social Education Department who are genuinely caregivers to a dependent person with specified disability, shall be allowed to request relief from routine exercise of transfer as well as a suitable break during working hours which shall not only enable raising quality of life of the dependent but would also aid the government employee to devote quality time when in office. In this connection, the Social Welfare & Social Education Department shall deal with such matters as per Memorandum (a) vide No.F.23(39)-GA(P&T)/2021 dated 15th November, 2021, (b) vide No.F.23(43)-GA(P&T)/2021 dated 29th Nov, 2021 and (c) vide No.F.23(43)-GA(P&T)/2021 dated 11th April, 2022.
5. Special Casual Leave shall be allowed to employee with benchmark disability under the Social Welfare & Social Education Department for medical purpose & health related issues as per Memorandum No.F.2(27)-GA/80

dated 29th October, 1981

6. Preference shall always be given to employee with benchmark disability, particularly women, under the Social Welfare & Social Education Department in allocation of residential accommodation under the control of the Social Welfare & Social Education Department.
7. The Branch Officer for Persons with Disabilities Welfare Section under the Directorate of Social Welfare & Social Education shall act as Liaison Officer to look after the matter recruitment of persons with benchmark disabilities and provision of facilities & amenities for such employees with disabilities.
8. The Social Welfare & Social Education Department shall also endeavour to take special steps or prompt action required arising out of different cases from time to time for resolving any issues related to an employee with benchmark disability keeping in view the necessary mandates of the Rights of Persons with Disabilities Act, 2016.

Signed by Tapan Kumar Das
Date: 11-02-2025 18:12:41

(T.K. Das, IAS)
Additional Secretary to the
Government of Tripura